ORDER.

Bangalore, dated 23rd December 1967.

S.O. 26.—WHEREAS an Industrial Dispute existing between the workmen and the management of Vikram Industries, Mysore Road (Opposite Tollgate), Bangalore on the following points was referred for adjudication to the Labour Court, Bangalore in the Government Order No. LMA 355 LLD 66, dated the 24th August 1967.

WHEREAS the Presiding Officer, Labour Court, Bangalore, returned the reference for referring it for adjudication to the forum having jurisdiction.

NOW THEREFORE in exerise of the powers conferred by Clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1949 (Central Act 14 of 1947), the Government of Mysore hereby refer the said disputs for adjudication to the Additional Industrial Tribunal at Bangalore.

Points of Dispute.

"1. Whether the workers of Vikram Industries, Bangalore-26 are justified in making the following demands :—

Demand No. 4 :—We demand the revision of the attendance bonus scheme. Attendance Bonus shall be paid to employees for regular attendance for the month with a tolerance of the two days with earned leave and the same shall be paid at two days wages inclusive of dearness allowance.

Demand No. 5:—A Scheme of service gratuity shall be introduced for employees at the rate of 15 days wages for every completed year of service of the employees on death, disability, physical or mental disability, superannuation and resignation. In case of death the gratuity shall be paid to the nominee of the employees.

Demand No. 6 :—There shall be no discrimination made with regard to quantum of leave between employees of the office staff and supervisory staff and the workmen. The existing leave facilities shall be brought to the level of the employees of the staff.

Demand No. 8 :—Two sets of uniforms shall be provided to all employees at the cost of the management.

Demand No. 10 :—The management shall immediately abolish the contract labour and those employed as contract labourers may be absorbed as regular employees of the concern.

Demand No. 12 :—Two sets of Uniforms with shoes and hat shall be given to all the watchman once in a year. Warm clothes shall be provided at the factory for night watchmen.

Demand No. 14 :—Watchmen shall not be required to do the duty continuously for more than 8 hours. If for any unavoidable reason the watchmen is required to work for more than 8 hours he shall be paid extra allowance for overtime work.

If not to what other benefits the workers are entitled to ?

(2) Whether the Management of Vikram Industries, Bangalore-26, is justified in issuing the Notice of Change in regard to Wages, Dearness Allowance, Advances, Overtime allowance and Paid Holidays as detailed in Annexure I ?

[No. FCL 355 LLD 66.]

By Order and the name of the Governor of Mysore,

1725 G. G. PUROHIT, *Under Secy.*

ANNEXURE

Annexure to Notice of Change under Section 9A of the I. D. Act.

1. *Wages*:—From the date the change take effects as stated in the notice of change dated 16th May 1966 the following rates of wages will be in force :—

(*a*) Unskilled :—Rs. 1.00.00 nP-1.30-38nP-1.78

(*b*) Semiskilled :—Rs. 1.50-00nP-1.90-12 nP-2.55.

(*c*) Skilled:—Rs.2.00-15nP-2.90-25nP-3,40 nP-4.30

(*d*) Watchmen :—Rs.33-3-60.

However it must be made clear that the increments will not be given as a matter of course but only when the workmens performance during the year is to the satisfactory of the General Manager.

These scales are those that were prevailing at the tim when the agreement dated 15th October 1964 was signed The workmen will be allocated in the above mentioned scales. The emoluments of individual workmen in the notified scale are indicated in the Annexure II.

2. *Dearness Allowance*:—

The dearness allowance will be paid at the following rates :

All workmen getting basic wages below Rs.90/..Rs 38 per month

Those drawing Rs.90/-and above. Rs.55/-per month

3. *Advances*:—Only one kind of advance is being paid that is on Festival Occasion and once a year. This advance may be given to any workmen only on wages already earned and at his credit and to the extent of sixty per cent

of such wages due to him once a year. This will be recovered in four equal monthly instalments.

4. *Overtime allowance* :—Overtime allowance will be paid according to Section 59 of the Factories Act.

5. *Paid Holidays* :—Paid Holidays will be given in accordance with Clause 7 of the certified Standing Orders applicable to the factory.

G. G. PUROHIT, *Under Secy.*